

**Office for Faculty Advancement Report:  
UW 2015-16 Institutional Membership with  
the National Center for Faculty Development and Diversity**

The University of Washington is completing the second year of its institutional membership with the National Center for Faculty Development and Diversity (NCFDD). During this membership period, an increased number of faculty activated their user accounts, accessed professional development resources throughout the year, and participated in the boot camp-style Faculty Success Program (FSP).

An internal campaign to inform deans and chairs about the availability of NCFDD resources resulted in a significant increase to the number of UW users. At the end of the second membership year, users include a total of **207 faculty, 35 postdocs, and 194 graduate students**, which represents an increase of 44% over the previous year.

In June 2016, the Office for Faculty Advancement surveyed NCFDD users to evaluate the impact of our continued institutional membership on the experiences of faculty, postdocs, and graduate students. The evaluation was conducted via Catalyst over the course of two weeks (6/16 - 6/30) and was completed by 132 respondents (30% response rate).

**Survey Results for Faculty Respondents** (33% response rate)

Faculty respondents were mostly at the Assistant (47%) and Associate (31%) levels, and have been at the UW largely either less than three years (41%) or more than five years (47%). The most useful NCFDD resources identified by faculty included the Monday Motivator weekly newsletter that includes productivity tips and mentoring messages, NCFDD writing challenges, and core training webinars that are focused on the 10 key skills necessary to thrive in the academy. From these resources, faculty respondents reported improvements in their time management, productivity, and quarterly plans. Almost all faculty respondents (97%) agreed that NCFDD offered the resources they expected to find, and 84% were either very satisfied or somewhat satisfied with the quality of those resources. Ninety-seven percent of respondents said they would recommend NCFDD to their colleagues.

Faculty comments on their NCFDD experience include:

- “Please continue to provide access to this resource to UW faculty – it is wonderful!”
- “I talk about NCFDD to all my colleagues on campus because it has been so useful to my productivity and work-life balance.”
- “I use the time-tracking site everyday!”
- “I’ve found that the program is a useful mixture of practical advice and support for the less tangible issues that prevent me from writing. The discussions and webinars around different approaches to work have also lessened anxiety and created more satisfaction with my work life.”
- I recommend this resource ALL THE TIME to my graduate students and colleagues. It’s been tremendously helpful. I’d love to see the campus make the FSP part of the start-up package of every new faculty member who wants to use it.”

The Faculty Success Program (FSP) is a 12-week, online boot-camp for faculty seeking the opportunity to work with a coach and cohort of faculty working on similar professional

development objectives at institutions across the country. Participation in FSP costs \$3,250, and in 2015, the Office for Faculty Advancement introduced a cost-sharing award program for faculty seeking to enroll in FSP. Twenty faculty (12 assistant, 8 associate) have been awarded support from our office, which includes 9 who are currently enrolled in the summer FSP. In a survey conducted by NCFDD of the UW faculty enrolled in the winter/spring FSP, 91% reported improved work-life balance and 100% found they had increased their productivity at the end of the 12-week program. All FSP alumni retain access to FSP resources free of charge, as long as their institution maintains its institutional membership.

**Survey Results for Postdoc and Graduate Student Respondents (28% response rate)**

Most respondents in the postdoc and graduate student survey, 70%, have been at the UW at least 3 years. Like faculty respondents, postdocs and graduate students considered the Monday Motivator newsletter, writing challenges, and core training webinars to be the most valuable NCFDD resources. Respondents reported having gained improved time management, improved efforts to overcome academic perfectionism, and improved writing skills, all of which are crucial to entering into successful academic careers. Nearly all respondents, 97%, considered the resources offered by NCFDD to be what they expected to find, and 87% of respondents were either very satisfied or somewhat satisfied. Sixteen percent of respondents participated in NCFDD's Dissertation Success Program (similar to the Faculty Success Program and available to senior graduate students for \$500), and 52% of respondents said they are interested in participating in DSP in the future. Ninety-four percent of respondents said they would recommend NCFDD to their colleagues.

Postdoc and graduate student comments on their NCFDD experiences included:

- "Overall, I cannot recommend NCFDD highly enough, for our institution, for all of our graduate students, and nationally. And I would like to thank UW for making it widely available on our campus."
- "I am doing the DSP right now and I am finding it extremely valuable. I think the UW graduate school should consider finding ways to provide funding for this expensive but valuable program."
- "The Dissertation Success Program was extremely helpful for moving me forward. I wish I could have done a second round!"
- "For graduate students who do not have writing groups or departmental cultures in which writing is undertaken collaboratively, NCFDD and its resources are of particular value."
- "Thank you for providing this resource!"